



## VM SICK PAY FUND

Provides comprehensive coverage in the form of sick pay and grants

### **Grants from the VM Sick Pay Fund.**

#### **Physiotherapy**

For physiotherapy, therapeutic massage, chiropractic treatment, acupuncture treatment or lymphatic massage. Fund members may receive up to ISK 4,000 per instance, although never an amount exceeding what is paid by the Fund member. The maximum number of reimbursable instances is 36 per 12-month period.

#### **Rehabilitation**

For rehabilitation on the advice of a doctor due to illness, Fund members may receive ISK 550 for up to 62 instances per 24-month period, although never an amount exceeding what is paid by the Fund member.

#### **Treatment at health institution**

Grants may be issued for treatment at a licensed health institution, subject to evaluation by the VM Sick Pay Fund board.

The maximum grant is ISK 1,700 per day for 30 days per five-year period. The original payment receipt must be enclosed with the grant application.

#### **Fitness memberships**

The grant for fitness memberships is ISK 25,000 once per 12-month period, although never exceeding 50% of the membership cost.

#### **Glasses, support aid and hearing aid grants**

Grants may be issued for the purchase of glasses / contact lenses / laser treatment, support aids and hearing aids. Grants are issued once for each claimable benefit every three years. The maximum grant for eyeglasses is ISK 80,000, although never exceeding 50% of the cost. Grants will not be issued for damage to glasses that employers or insurance companies are liable for.

The maximum grant for support aids is ISK 35,000, although never exceeding 50% of the cost.

The maximum grant for hearing aids is ISK 80,000 per device, although never exceeding 50% of the cost. The hearing aid grant takes into account your entitlement to claim back a share of the cost from the Icelandic Social Insurance Administration. The original receipt must be enclosed with the grant application. If a member's hearing ability exceeds 30 dB and the member wishes to apply for a hearing aid grant, the application will be assessed by an audiologist appointed by the VM Sick Pay Fund. Members who retire due to old age or disability may apply for hearing aid purchase grants every three years for the remainder of their lives.



### **Preventative treatment grant,**

Grants may be issued for health-related preventative treatment.

**The maximum grant amount for cancer screening, colonoscopy, prostate examination, lung and heart examination and hearing tests is 90% of the cost of each instance per 12-month period.**

The original receipt must be enclosed with the grant application.

The VM Sick Pay Fund board may set further stipulations for preventative treatment grants.

### **Doctor's appointments**

Grants may be issued to Fund members for doctor's appointments. The maximum grant is ISK 40,000 per 12-month period, although never exceeding 50% of the cost.

Mental health treatment, appointments with a psychologist and laser treatment also fall under this category.

### **Dental treatment**

The grant for dental treatment is ISK 40,000 for one instance per 12-month period, although never exceeding 50% of the cost.

### **Fertility treatment/adoption**

Grants may be issued for the cost of fertility treatment or adopting a child. The maximum grant is ISK 160,000, although never exceeding 50% of the cost.

The grant can be claimed once for adoption or three times for fertility treatment.

The original receipt must be enclosed with the grant application.

### **Childbirth grant**

A childbirth grant will be issued to a parent upon submission of a birth certificate and recent payslip indicating your working hours percentage (*starfshlutfall*). The grant is based on the parent's working hours percentage and the maximum grant is ISK 100,000. In the event of a multiple birth, the grant is supplemented by ISK 100,000 for each child. Both parents are entitled to claim if they are members of the Fund and satisfy the Fund membership requirements.

If the child is stillborn after the 18th week of pregnancy, 50% of the grant amount will be paid out.

### **Travel grant**

The Fund is authorised to partially cover a member's unavoidable domestic travel costs if the member, their spouse or their child under the age of 18 requires medical treatment or a hospital stay outside of their usual area of residence that is not covered by Icelandic Health Insurance. The maximum number of trips per 12-month period is four, although the VM Sick Pay Fund board is authorised to cover additional trips providing a well-supported justification is submitted to the board. The Fund will reimburse two thirds of the cost of the scheduled fare or, if a personal vehicle is used, an amount per kilometre based on Icelandic Health Insurance's stated amount per kilometre. The maximum amount for two thirds of the member's travel costs is ISK 30,000.



### **Accommodation grant**

The Fund is authorised to pay accommodation grants to Fund members (a share of rental costs or other accommodation costs) for the costs involved in a hospital stay/medical treatment of a spouse or child under the age of 18 in Iceland outside of their usual area of residence that is not covered by the Icelandic

Social Insurance Administration. The partial grant will be based on the weekly rental cost of flats owned by the VM Sick Pay Fund and can be claimed twice per 12-month period.

The entitlement to travel and accommodation costs must be documented with a doctor's note and a declaration from the Icelandic Social Insurance Administration stating that they are not contributing to travel and accommodation costs.

### **Sick pay**

The sick pay amount is based on 100% of the average total earnings on which union dues have been paid over the past 6 months for illness, accident or loss of earnings due to care, up to a maximum of ISK 900,000.

The calculation may be based on 12 months of earnings if the member's income has increased or decreased substantially during this period.

Payments from Icelandic Health Insurance will be made on top of payments from the VM Sick Pay Fund.

The sick pay amount may be based on the dues percentage and the specific illness and accident provisions of the applicable collective bargaining agreement.

If a Fund member loses their unemployment benefit due to illness, they are entitled to sick pay from the VM Sick Pay Fund at an amount equal to unemployment benefit.

### **Sick pay in event of sudden death**

In the event of the death of an active, paying Fund member (sudden death), a death benefit proportional to the working hour percentage will be issued to any surviving spouse/children under the age of 18 equivalent to full sick pay for three months.

### **Funeral grant**

If a paying Fund member passes away, or one that has been paying into the Fund for at least 60 months before retiring due to old age or disability, a funeral grant amounting to ISK 250,000 will be issued.

